



**MINUTES**  
**BOARD OF EQUAL RIGHTS COMMISSIONERS**  
**September 21, 2016 at 2:30 P.M. in City Hall, Rm. 301-B**

**Present:**

Aldira Aldape  
Marquette Baylor  
Mayhoua Moua  
Chez Ordonez, Co-Chair  
Dana Kraemer, Dept. of Administration  
Steven Mahan, Community Development Grants Admin.  
Sharon Robinson, Dept. of Administration

**Absent:**

Jeffery Roman, Chair

**Guests/Members of the public present:**

Ben Roovers, City Attorney's Office  
Patricia Ruiz-Cantu, Dept. of Administration  
Tony Snell, PrideFest

The meeting was called to order at 2:30 p.m. by Commissioner Ordonez, who also noted that a quorum was present.

***1. Approval of minutes from July 20, 2016 meeting***

Commissioner Ordonez moved approval of the minutes; approved unanimously.

***2. Approval of minutes from August 17, 2016 meeting***

Commissioner Ordonez moved approval of the minutes; approved unanimously.

***3. Update on Resource Guide for Immigrants and Refugees***

Ms. Robinson stated that the Department of Employee Relations (former overseer of the ERC) is unable to locate said guide and asked that Commissioners search their old emails for a possible draft electronic version. It was Ms. Montegudo's opinion that the ERC should start all over with drafting this guide because the previous version was not appropriate for the population the ERC is seeking to serve. Ms. Robinson stated that this would be an excellent project for the new Equal Rights Specialist to work on, along with other marketing materials. Commissioner Ordonez concurred with this assessment and stated that Commissioner Roman should have the opportunity to weigh in on this before any movable action is taken. Commissioner Aldape

stated that the ERC's community outreach subcommittee should work on this with the new Equal Rights Specialist and with the hope that they have a full ERC within the next few months. Ms. Robinson recommended that the Community Outreach Manager, Patricia Ruiz-Cantu, also be engaged for this project. Commissioner Aldape agreed that Ms. Ruiz-Cantu would be a good addition to this project. Commissioner Baylor reminded everyone to check their emails for this document and Ms. Robinson said she will check with Kristin Urban in the Department of Employee Relations and inquire if she might have a copy of the draft document. Commissioner Aldape moved to refer this matter to the community outreach subcommittee; Commissioner Moua seconded; motion passed. The Resource Guide for Immigrants and Refugees is so referred, with Commissioners Baylor, Ordonez, and Moua as well as Patricia Ruiz-Cantu to work on it.

#### ***4. Update on Equal Rights Specialist position***

Ms. Robinson stated that an offer has been made to a candidate and she is in the hiring process. Ms. Robinson asked Commissioners Ordonez and Aldape to give an overview of the hiring process since they were both on the hiring panel. Both Commissioners stated they were appreciative of the opportunity to be involved and agreed that there was one particularly-qualified candidate. The process was fair, there was a good scope of candidates, and everything went very well. As soon as the candidate has given her current employer notice, Ms. Robinson will notify the Commissioners and send the candidate's resume to them. Commissioner Ordonez thought it would be nice to meet her before the next ERC meeting, however with a target start date only a week before the next ERC meeting, it may not be possible. After the candidate is in place on October 11<sup>th</sup>, Ms. Robinson will bring together the ERC Chair, Co-Chair, and DER reps to train her. Commissioner Ordonez stated that the City of Milwaukee is to be congratulated for dedicating a staff member to the ERC and thinks it is a good move.

#### ***5. Update on ERC budget***

Ms. Robinson stated that the Mayor will introduce his 2017 budget on September 26<sup>th</sup>. The ERC has been given a budget of \$5,000. Ms. Robinson stated that tax levy dollars cannot be used for the Commissioners' professional development. Commissioner Ordonez requested that the City provide guidelines/rules for how the ERC is allowed to use these dollars. Ms. Robinson stated that any activity that fosters inclusion is something that would be approved.

#### ***6. Office of African American Affairs***

Ms. Robinson stated that Alderman Rainey introduced legislation establishing a City Office of African American Affairs (OAAA) and it will be housed within the City Clerk's Office. The Department of Administration (DOA) will be working closely with the Common Council in this endeavor since many of DOA's initiatives are related to inclusion. Ms. Robinson will circulate the legislation to ERC members after the meeting. There is a provision in the legislation that the OAAA has to promote equal opportunities. Commissioner Aldape stated that it's sad to be

known as coming from such a segregated city as Milwaukee. She expressed her concern that if we start to identify offices for a particular group, that we are segregating ourselves at a city level. Commissioner Baylor stated that the matter is already approved/ passed and will be staffed. She hopes that the ERC staffer can work closely with the OAAA staffer. Ms. Robinson stated that if the ERC Commissioners wanted to share their ideas, thoughts, or concerns with any of the alderpersons, they should request to meet with them. Ms. Robinson stated that there has been a lot of internal discussion on how the OAAA, the ERC, and the County's OAAA can work together to maximize resources so we don't duplicate efforts or undercut each other on possible grant funding opportunities. Commissioner Baylor asked about Alderman Wade's previous proposal for an Office of Multicultural Affairs and how it morphed into the Office of African American Affairs. Commissioner Aldape stated that when you have multiple cultures competing against each for budget dollars and other services, it can cause problems between those groups. Commissioner Ordonez asked how much of the ERC's role and Chapter 109 as far as promoting diversity and equal rights will cross over into the OAAA's and thinks they should sit down together, along with the City Attorney's Office, and take a look at the layover. Commissioner Moua stated she wants to make sure that the ERC doesn't add on to the segregation that already exists within the city and that as an Asian representative, she can say that Asians have been forgotten in the past and sometimes already feel invisible to the city. However, she has seen a lot of efforts to be inclusive of multiple cultures but wonders if the OAAA is going to bring the groups closer or further the gap between them. Ms. Robinson thought it would be impactful for the ERC to request a meeting with Ald. Rainey or write him a letter and share their concerns. Commissioner Ordonez suggested inviting Ald. Rainey to the next ERC meeting. Ms. Robinson thought it would be appropriate for the ERC Chair or Co-Chair to extend that invitation and once Commissioner Roman or Ordonez lets her know the letter is ready, she will give Ald. Rainey a heads-up that an invitation is forthcoming for the Oct. 19<sup>th</sup> meeting. Commissioner Baylor is interested in finding out how oversight of the OAAA moved from DOA to the Common Council since so many of DOA's initiatives are related to inclusion. Ms. Robinson will ask the Legislative Reference Bureau if they did a formal analysis of other OAAAs around the country; if said report exists she will send it along to the ERC Commissioners. Commissioner Aldape motioned to send a letter of invitation to Ald. Rainey to attend the Oct. 19<sup>th</sup> ERC meeting; Commissioner Moua seconded; motion passed.

### ***7. Next meeting is October 19, 2016***

Commissioner Ordonez asked for agenda items. Commissioner Aldape motioned to add the introduction of the new Equal Rights Specialist; Commissioner Moua seconded; motion passed.

### ***8. Adjourn***

Commissioner Ordonez asked for any last comments. Ms. Robinson stated that the Black Male Achievement Advisory Council's Boys & Men of Color Week is coming up and will forward a flyer to the ERC. Mr. Snell stated that October 11<sup>th</sup> is National Coming Out Day for the LGBTQ community. This event is taking place in Walker's Point (different neighborhood each year) at

the S. Second Street building, and will incorporate the No Hate campaign. There will be food, beverage, and vendors. Mr. Snell will send the flyer to Ms. Kraemer and she will forward it to the Commissioners. Ms. Robinson stated she will also forward that flyer to the organizing team of Boys & Men of Color Week, since they mentioned wanting to make a concerted effort to reach out to the LBGT community. Mr. Mahan is eager to get the new ERC staffer onboard. Due to where her work station is located, she will be acclimated quickly to what is going on, including housing and economic development efforts and everything that the city funds. Commissioner Aldape motioned to adjourn the meeting; Commissioner Moua seconded; motion passed. Meeting adjourned at 3:41 p.m.

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## MINUTES

### BOARD OF EQUAL RIGHTS COMMISSIONERS

October 19, 2016 at 2:30 P.M. in City Hall, Rm. 301-A

#### **Present:**

Commissioner Jeffery Roman, Chair  
Commissioner Marquette Baylor  
Commissioner Mayhoua Moua  
Commissioner Chez Ordonez, Co-Chair  
Dana Kraemer, Dept. of Administration  
Jessica Langill, Dept. of Administration  
Matt Balistrieri, CDBG

**Absent:** Commissioner Aldira Aldape

#### **Guests/Members of the public present:**

Ben Roovers, City Attorney's Office  
Patricia Ruiz-Cantu, Dept. of Administration  
Tony Snell, PrideFest

The meeting was called to order at 2:35 p.m. by Commissioner Ordonez.

#### ***1. Introduction of new Equal Rights Specialist***

Commissioner Ordonez welcomed the new Equal Rights Specialist, Jessica Langill. Commissioner Ordonez stated that the Commission was very excited about the position and talked about the importance of the role in that it sends a positive message and will assist the Commission in being more effective in reaching out to the community and following through on the ordinance. Commissioner Roman stated that he would like to know more about Ms. Langill because he was not part of the hiring process. Ms. Langill explained her previous non-profit roles at City Year Milwaukee, PEARLS for Teen Girls, and Lad Lake. She also mentioned her advocacy roles with the LGBTQ+ community. Commissioner Ordonez stated that himself and Commissioner Aldape were part of the vetting and interview process and they both felt Ms. Langill stood out based on her experience and hunger to get involved.

#### ***2. Approval of minutes from September 21, 2016 meeting***

Commissioner Ordonez asked if there was any discussion about the minutes; no feedback from the Commission. Commissioner Roman moved to approve the minutes and Commissioner

Baylor seconded. With no objections from the Commission, the minutes were approved unanimously.

### ***3. ERC Outreach and Marketing Materials***

Commissioner Ordonez stated that in the last meeting they had discussed resources that the Commission was going to put out to the community. He stated that when they had initially talked about these materials, they had funds, but no longer had access to those funds.

Commissioner Ordonez also stated they had some resources from the past, but most of it is outdated. Commissioner Ordonez talked about the importance of having tangible resources that would help the community in getting in contact with the ERC. Commissioner Roman brought up the ERC website and asked about where they were in the process of updating the website. Ms. Kraemer stated that the updating of the website had been put on hold until Ms. Langill was on board. Ms. Langill stated that she had already been trained to manage the website and was ready for updates when the Commission had them. Commissioner Ordonez stated that the pictures and bios needed to be updated first. Ms. Kraemer also stated that she has been keeping the website current and has been posted the agendas and meetings. Commissioner Ordonez talked about the importance of having a process for people to submit complaints and Ms. Kraemer stated Ms. Langill's contact information is already on the ERC website. Commissioner Ordonez stated they would need to discuss further about outreach and marketing.

Commissioner Roman said that outreach and marketing would need to be addressed as part of the Strategic Plan of 2017. Mr. Balistrieri brought up a previous meeting with Community Organizers and asked if any calls had come in regarding the Organizers getting the word out. Mr. Balistrieri stated he is still in charge of those Organizers and wanted to know if there was more that could be done. Commissioner Roman stated that the conversation had been about some type of tool-kit that the Community Organizers could take out, but he also stated he was not sure if the tool-kit had been created. Commissioner Roman stated that this is something that should be talked about again. Mr. Balistrieri stated this was a good plan since Ms. Langill was now in the position and also stressed how important it is for the Organizers to understand the ERC. Commissioner Ordonez stated this was another reason there needed to be tangible resources for Organizers to give out when they are in the communities. Commissioner Ordonez brought up the budget and stated that they would need to know what they can afford when thinking about the outreach materials. Commissioner Ordonez also mentioned that the Commission had pens and other materials in the past and he told the Commissioners they should reach out to Ms. Langill with other marketing ideas. Ms. Langill stated that DOA had given the ERC \$5000 to be shared with Ms. Ruiz-Cantu for outreach materials.

### ***4. Resource Guide for Immigrants & Refugees***

Commissioner Ordonez stated that in the last meeting Ms. Robinson (DOA) had stated that the Department of Employee Relations had been unable to locate the working draft of the Resource Guide. Commissioner Ordonez stated the Commissioners had looked through their personal emails and files and had been unable to locate the draft. Commissioner Ordonez stated they had

tabled the discussion in order to give Commissioner Roman a chance to weigh in on if they should scrap the resource guide or if they should make it part of the Strategic Plan for 2017. He also asked if it should be a tangible resource guide or if it should be something that is online instead. Commissioner Ordonez suggested moving the Resource Guide to a subcommittee and Commissioner Roman stated he would like to add it to the Strategic Planning process as well. Commissioner Roman motioned to move the Resource Guide for Immigrants & Refugees to the Strategic Plan for 2017 and Commissioner Moua seconded. The Resource Guide will now be part of the 2017 Strategic Plan.

### ***5. Office of African American Affairs***

Commissioner Ordonez stated that this was on the agenda just in case Alderman Rainey had been able to attend, but he had not been able to attend. Commissioner Roman stated he would like to table the discussion until the Alderman was available to meet to talk about it.

Commissioner Roman made a motion for the chair to have a side conversation with Ald. Rainey to find out his availability for a future meeting. Commissioner Moua seconded. Discussion tabled.

### ***6. Budget update***

Commissioner Ordonez stated that the Mayor's Preliminary Budget is out and that there is no line item for the ERC. He stated that the Commission had talked with DOA and they may be able to get some funding through them. Commissioner Ordonez asked if it was still appropriate to address the lack of budget for the ERC in an upcoming Budget Hearing. Commissioner Roman asked if there were copies of the Preliminary Budget available and Mr. Balistreri stated that there were. Commissioner Roman asked when the next public hearings would be. Ms. Ruiz-Cantu stated she would try to find the dates online. Commissioner Roman stated that as the chair in the past he had been involved in making suggestions for city budgets and had attended public hearings to do so. He stated that if the Commission would like to be a part of the process and make any statements or testimonies about the budget that they should talk about who would represent the commission and attend the hearings. Commissioner Roman stated that even if there is not a specific line-item in the budget for the ERC that they should be looking at other parts of the budget that touch on poverty disparity and other equal rights issues. Commissioner Roman requested that they get the dates for the hearings and then they would talk further about someone from the ERC attending. Commissioner Ordonez motioned to move the discussion about the Preliminary Budget to the Subcommittee of Community Outreach. Commissioner Moua seconded.

### ***7. ERC 2016-17 Strategic Plan***

Commissioner Ordonez stated that the Strategic Plan was a critical piece to define where the Commission is going to go in 2017, especially now that there is the Equal Rights Specialist and the assistance from the City Attorney's Office. Commissioner Ordonez stated that the Strategic Plan would guide Ms. Langill's position. Commissioner Roman recommended that Ms. Langill

should get access to previous Strategic Plans and go through them to get an idea on what had been done in the past. Commissioner Roman also stated that there needed to be a conversation about what role the ERC would have in working with the Fire and Police Commission, outreach and education, and alignment and coordination with additional initiatives and departments within City Hall. Commissioner Roman and Commissioner Ordonez stated that the biggest priority is to get the two vacancies in the Commission filled as soon as possible. He stated he would like the new Commissioners to start at the beginning of 2017. Commissioner Baylor asked Ms. Langill to get an update on the Commissioner's terms and term limits and bring the information to the next meeting. Commissioner Baylor stated that the Commission had been on hold for a while now and has to spend a lot of time in the near future building itself back up and reinventing itself. Commissioner Baylor stated she would like to hit the ground running in 2017 with a full Commission. Commissioner Ordonez also stated that another key part of the Strategic Plan will be to look at the standing ordinance and make changes to it that will make it more clear in terms of oversight and actions the city is willing to take, as well as to talk about expanding the jurisdiction of the ordinance. Commissioner Ordonez also stated that complaints coming into the ERC are still not being handled and that transgender housing issues would need to be handled by the ERC since they are not covered by the state. He stated that transgender issues should be a priority for the ERC. The Commission talked about involving the community in putting together the Strategic Plan, but it was decided it would be best to have the Commission put the plan together and involve the community more in the implementation after educating the public on the plan. Commissioner Baylor expressed the importance of the Commission having a solid plan and understanding of who they are and what they can do before they go out into the community. Commissioner Roman stated that the ERC should be able to develop a solid Strategic Plan in 3-6 months and then be ready to present it to the community. Commissioner Ordonez brought up the ERC's partnership with the Fire & Police Commission again and stated that the ERC could be set up as a place for community dialogue. Commissioner Baylor talked about transparency with the FPC and making sure that the ERC is proactive and starts the conversations about the partnership again. Commissioner Roman motioned to move the 2017 Strategic Plan to the subcommittee on community outreach, who will be meeting on Wednesday, November 9<sup>th</sup> at 10:00am, location TBD (at City Hall).

#### ***8. Next Meeting is November 16, 2016 at 2:30pm***

#### ***9. Community Dialogue***

Mr. Snell from Milwaukee Pride spoke to the Commission about the Human Rights Campaign's recent publication of their Municipal Equality Index. Mr. Snell stated that Milwaukee scored very low (71%) compared to Madison (who received a 100%) and other comparable cities. He said that Milwaukee scored low due to municipal services, relationship to the LGBTQ community as a city, and law enforcement's relationship and thoughtfulness when dealing with the LGBTQ community. Mr. Snell talked about cities in the south who also had higher scores than Milwaukee even though they have transgender bathroom laws and have not been known



for their progressive ideas. Mr. Snell asked that the Commission be serious about their commitment to the protection of Milwaukee's transgender people and finding a way to get a taskforce or liaison for the LGBTQ community in the Mayor's Office and Police Force. Commissioner Ordonez stated he would like to see the criteria used in the scoring. He also stated that the ERC could be considered the liaison to the Mayor's Office. Commissioner Ordonez suggested that the ERC find out what other cities are doing to score higher and to have more conversations about how to open up a better line of communication with the Mayor's Office. Mr. Snell talked about the importance of Milwaukee scoring higher because it sends a message to Milwaukee's current community and others thinking about moving to the city. Commissioner Roman stated that Madison has invested heavily in creating an infrastructure in the Mayor's Office and has created an entire department focused on diversity and inclusion. Commissioner Roman talked about the importance of making room for all communities and helping guide the Mayor's office in being intentional about inclusivity.

### ***10. Adjourn***

Commissioner Ordonez asked if there were any community events coming up and Commissioner Roman brought up National Human Rights Day on December 10th. He stated that the Commission should do an event or statement for this day. Commissioner Ordonez asked Ms. Langill to find out if the Mayor's office is planning on doing anything for Human Rights Day and to find out how the Commission can be involved. Mr. Snell stated that October 20<sup>th</sup> was Spirit Day in which community members should wear purple to show that they are against LGBTQ bullying. Ms. Ruiz-Cantu also stated that the Mayor had just sent out an email about wearing purple on October 20<sup>th</sup> for Domestic Violence Awareness. Commissioner Roman stated that it was important for the ERC to let Milwaukee know what events are happening for the protected communities the ERC serves. Commissioner Ordonez stated it would be good to get a community calendar up and running on the ERC website and Ms. Langill said she would be able to develop and update that. Commissioner Roman stated that the calendar should be part of the Strategic Plan for 2017 and that everyone should do some research on their own to find out what events are coming up within all communities. Commissioner Baylor stated she has a list already that she can bring. Ms. Ruiz-Cantu stated that United Nations Day is on Monday, October 24<sup>th</sup> and the Mayor would be speaking in the rotunda at 9am for an event called "Imagine the World without the United Nations." Ms. Langill stated that Project Homeless Connect is taking place on October 20<sup>th</sup> at Marquette University. Commissioner Ordonez asked for a list of partnering agencies and asked Ms. Langill if she could send it out to the Commissioners. Commissioner Ordonez stated the Commissioners do not have access to the Legislative Calendar and asked if Ms. Langill could keep the Commission updated on anything that may be of importance to them. Commissioner Baylor motioned to adjourn the meeting; Commissioner Moua seconded; motion passed. Meeting adjourned at 3:36 p.m.

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## MINUTES

### BOARD OF EQUAL RIGHTS COMMISSIONERS

November 16, 2016 at 2:30 P.M. in City Hall, Rm. 303

#### **Present:**

Commissioner Jeffery Roman, Chair  
Commissioner Marquette Baylor  
Commissioner Mayhoua Moua  
Commissioner Aldira Aldape  
Sharon Robinson, Dept. of Administration  
Jessica Langill, Dept. of Administration

**Absent:** Commissioner Chez Ordonez

#### **Guests/Members of the public present:**

Ben Roovers, City Attorney's Office  
Patricia Ruiz-Cantu, Dept. of Administration  
Steve Mahan, Community Development Grants Administration  
Oscar Tovar, Mayor's Office  
Becky Rabatin, Dept. of Administration  
Tony Snell, Milwaukee Pride

The meeting was called to order at 2:37 p.m. by Commissioner Roman.

#### ***1. Approval of minutes from October 19, 2016 meeting***

Commissioner Roman asked if there were any additions or modifications to the minutes; no feedback from the Commission. Commissioner Moua moved to approve the minutes and Commissioner Baylor seconded. With no objections from the Commission, the minutes were approved unanimously.

#### ***2. Equal Rights Specialist Role***

Ms. Robinson talked about the new Equal Rights Specialist role and advised the Commissioners that future projects and products can be completed by Ms. Langill, lightening the Commissions work load. Ms. Robinson stated Ms. Langill would also assist with coordinating community events and the ERC's participation in them. She also asked the Commissioners to run any project/work requests past her before requesting Ms. Langill to complete them. Commissioner Aldape asked if Ms. Langill would be completing research and forwarding relevant news articles/information to the Commissioners, and Ms. Langill stated she would.

### ***3. Marketing Materials***

Ms. Robinson stated that there was still funding in the budget to purchase marketing materials such as pens and brochures. She stated that the presentation from Ben Roovers would help make it clear if the ERC was ready to produce marketing materials. Ms. Langill presented the contact card drafts from the graphic designer and asked the Commissioners to look at them and vote for the best one. Ms. Ruiz-Cantu handed out the ACLU's Know Your Rights card as an additional reference. Ms. Langill asked the Commissioners if they would like to change their logo and they all agreed they would like to keep the current logo. Commissioner Baylor asked about the cost of the card and Ms. Langill stated there would not be much of a cost difference between color and black & white cards. The Commissioners stated they would like to find something to put on the back of the card. Ms. Robinson talked about the current ERC brochure and stated it needed to be cut down in length and be clearer, based on what the ERC has the authority to do.

### ***4. Chapter 109 Ordinance Discussion: Ben Roovers (Assistant City Attorney)***

Mr. Roovers stated that this Ordinance is slightly confusing because it is not clear about exactly who is protected under it (only City Employees or all people living/working in the City of Milwaukee). He stated this needed to be clarified and amended. Mr. Roovers explained that the Commission must be staffed by 7 members appointed by the Mayor (3-year term) who must be residents of the city, representing a cross-section of the city. Mr. Tovar stated that Commissioners may serve past their term until a Mayor appoints someone else to take their place or re-appoints them for another term. Mr. Tovar stated he would like to re-appoint all of the current Commissioners. Mr. Roovers stated that the current Chapter 109 Ordinance was also not overly clear about the actual powers of the ERC. He stated the Commissioners did have the ability to hear complaints from citizens of Milwaukee and help both parties come to an agreement through mediation, but that the ERC did not have much power beyond that. Mr. Roovers stated that according to the Ordinance the ERC did not have jurisdiction over any protected class that would be within the purview of any state or federal agency, which would leave only gender identity and expression for the ERC to potentially cover under this Ordinance. Mr. Roovers stated that the ERC could consider amending the Ordinance to become a quasi-judicial body, allowing it to have more jurisdiction and have the ability to hear complaints and issue rulings concerning all protected classes (similar to Madison's Equal Opportunities Commission). Mr. Roovers stated that the Ordinance would need to be amended to include the process of receiving and handling complaints. He also stated that there would need to be a much bigger staff to cover the taking of complaints. Ms. Robinson stated that this information should be used when planning for 2017 and stated that a main priority should be to amend the Ordinance to clarify the powers of the ERC. Commissioner Roman stated the ERC needed to start thinking more long-term and really look into the needs of residents in the future. Commissioner Baylor agreed that it was time to start thinking forward to the next 10 years and project that into amending the current Ordinance. Mr. Roovers said it would be up to the Commissioners to come up with a plan on what the role of the ERC would be in the future.

Commissioner Roman stated that the ERC could start focusing more on monitoring city departments and programs, taking 4 meetings a year to hear about what is happening with programs like CDBG, HUD, etc. Mr. Mahan stated that with the addition of the Equal Rights Specialist it would be much easier for the ERC to keep an eye on what is going on with city departments and programs. Mr. Mahan also talked about the regional Fair Housing Plan that the ERC could stay privy to as it is worked on over the next two years. Commissioner Roman brought up Milwaukee Promise and stated the ERC could use it as a framework in creating the ERC's long-term Strategic Plan. Commissioner Baylor stated that the ERC needed to work on really hashing out what the ERC would be focusing on, with direction from the Mayor and information from the upcoming census. Discussion about a 2017 action plan/list of priorities and a long-term strategic plan ensued. Commissioner Baylor stated it would be important for a full Commission to be available to start working on the action plan.

#### ***5. New Commissioners/Re-appointments: Oscar Tovar (Mayor's Office)***

Mr. Tovar stated that he had just submitted Tony Snell (Milwaukee Pride) and Sheila Ashley to the Mayor for appointment to the 2 vacant spots on the ERC. Ms. Robinson stated that Ms. Ashley is retired from HUD and also has a military background. She stated she was very knowledgeable about housing law and police reform. Mr. Tovar stated the Mayor approved both nominees and they would be submitted for approval by the Common Council in the December cycle. Mr. Tovar stated he would also like to re-appoint the current Commissioners in the same cycle if the Commissioners accept. Commissioners Baylor and Roman brought up the concern that there was not a Commissioner that represented the Disability or Native American communities. Ms. Robinson stated that we could start getting more outside people to come to the ERC meetings that could fill those voids. Ms. Rabatin echoed the need for someone with Disability experience being on the ERC since the ERC may become involved with ADA/ABA needs in the future. Commissioner Roman asked if there was any way to add 2 more Commissioners to the ERC in order to be more inclusive of communities not represented on the board. Commissioner Aldape requested that the Commission be intentional about re-defining each of their roles and make it clear to the public which communities each of the Commissioners represent (make it part of the Commissioner's bio on the ERC website). Ms. Robinson stated that Ms. Ashley would be willing to step back from joining the ERC if another candidate (from the disability or Native communities) would be a better fit. Ms. Robinson asked Mr. Tovar to find out from the Mayor's office if they would approve adding more Commissioners to the ERC. Mr. Snell stated that he had previously served on the South Carolina Handicapped and Disabled Association so he would be willing to advocate on behalf of the Disability Community when he becomes part of the ERC.

#### ***6. ADA Discussion: Becky Rabatin (ADA Coordinator)***

Ms. Rabatin stated that her position (ADA Coordinator) became required by the City of Milwaukee in response to the ADA settlement agreement with the US Department of Justice. She stated she has been working on meeting the settlement agreement deadlines and working

on reviewing all policies, procedures, and services that the city provides to the public. She stated that the city has also been working on making changes and updates to the city's infrastructure to be more accessible. Ms. Rabatin stated that under the city's current grievance procedure, if a citizen does not like the response they get back from Ms. Rabatin, it would be escalated to Ms. Langill and the ERC for review. She stated grievances about private spaces would go to the EEOC and Department of Justice. Ms. Rabatin stated that as part of the settlement agreement the city must work with a web accessibility consultant to verify that every page of any city website is accessible to deaf, hard-of-hearing, and vision impaired citizens. Ms. Rabatin stated that there would need to be a statement on any ERC publications stating that if citizens needed it in a larger print that they could make a request for one. Commissioner Baylor suggested that we put Ms. Rabatin's contact information on the back of our contact card.

### ***7. Train the Trainer/ACLU Partnership: Patricia Ruiz-Cantu***

Ms. Ruiz-Cantu stated that many people are afraid of the repercussions after the recent presidential election and what the city of Milwaukee is going to do in regards to immigration. Ms. Ruiz-Cantu said she had talked to the ACLU about their "Train the Trainer" program in which the ACLU will provide information on rights to community leaders who will then be able to pass that information along to the people they work with on a daily basis. Commissioner Roman suggested that CDBG's Community Organizers be trained as well. Ms. Ruiz-Cantu talked about the ACLU's Know Your Rights card. Discussion about the appropriate resources that should be listed on the card ensued. The Commissioners suggested the ACLU add the NAACP, the Wisconsin Senators, USICS, Paul Ryan, the House Hotline, and Catholic Charities to the Know Your Rights card. Commissioner Roman asked if the card could also have websites listed for further information. Ms. Ruiz-Cantu stated that the ACLU is currently working on updating their current Know Your Rights card and she said she would pass on the advice about resources from the Commission. Commissioner Aldape also talked about the importance of educating people on how to document grievances before filing complaints. Ms. Ruiz-Cantu stated that Emilio from ACLU is willing to partner with the city of Milwaukee and the ERC on the Train the Trainer and other community education initiatives. Ms. Ruiz-Cantu asked the ERC to sponsor the Train the Trainer initiative, the Town Hall, and future trainings with the ACLU. The Commission agreed that this would be possible. Ms. Ruiz-Cantu also let the Commission know that it was in the works to try to make the city of Milwaukee a Sanctuary City. Commissioner Aldape mentioned that she had reached out to the Director of LULAC stating that she would reach out to any public school Administrators that did not properly address bullying resulting from the recent presidential election. Ms. Ruiz-Cantu stated she would keep the ERC in the loop about when the trainings will occur.

### ***8. Office of African American Affairs***

Commissioner Roman stated that there was no need to discuss this agenda item since the Budget Amendment had been voted down. Ms. Robinson stated there were still things being discussed regarding the OAAA but that she would keep the Commissioners updated.

### ***9. Human Rights Day & Events for ERC Website Calendar***

Ms. Langill reminded the Commission that they had discussed putting on an event for Human Rights Day (December 10<sup>th</sup>). Commissioner Aldape stated that since the Mayor's office already does something for Human Rights Day that the ERC should just try to get involved with that instead of doing their own event. Ms. Langill stated that she would find out if anything is going on at City Hall for Human Rights Day and if the ERC would be able to take part.

### ***10. Discuss/Reschedule ERC 2017 Strategic Planning Meeting***

Commissioner Roman stated that the ERC would use the next meeting (December 21<sup>st</sup>) to talk about the goals and priorities for 2017. Ms. Robinson suggested that the budget committee come to the ERC meeting and present for the first 20 minutes in order to guide the ERC's planning for 2017.

### ***11. Next Meeting is December 21, 2016 at 2:30pm***

### ***12. Community Dialogue***

Mr. Snell stated that on November 17<sup>th</sup> at 7:00pm there would be an event for Transgender Day of Remembrance at UWM Great Hall. He asked the Commissioners to spread the word and Ms. Langill stated she would send the FB event link to all the Commissioners to share with their networks. Commissioner Moua stated that the Greater Milwaukee Foundation was holding a listening session about a recent study they had done on Racial Equity and Inclusion. The meeting would be held on Friday at 1pm. She stated she would send information along to the Commissioners. She also stated that the Hmong New Year celebration would be taking place December 3<sup>rd</sup> and 4<sup>th</sup> at the State Fair grounds.

### ***13. Adjourn***

Meeting adjourned at 4:25 p.m.

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## MINUTES

### BOARD OF EQUAL RIGHTS COMMISSIONERS

December 21, 2016 at 2:30 P.M. in City Hall, Rm. 301-A

#### **Present:**

Commissioner Jeffery Roman, Chair  
Commissioner Chez Ordonez, Co-Chair  
Commissioner Tony Snell  
Commissioner Sheila Ashley  
Sharon Robinson, Dept. of Administration  
Jessica Langill, Dept. of Administration  
Ben Roovers, City Attorney's Office

#### **Absent:** Commissioner Marquette Baylor

Commissioner Mayhoua Moua  
Commissioner Aldira Aldape

#### **Guests/Members of the public present:**

Patricia Ruiz-Cantu, Dept. of Administration  
Eric Pearson, Budget & Management Division  
Karen Gotzler, Milwaukee LGBT Community Center

The meeting was called to order at 2:42 p.m. by Commissioner Roman.

#### ***1. Approval of minutes from November 16, 2016 meeting***

Commissioner Roman asked if there were any additions or modifications to the minutes; no feedback from the Commission. With no objections from the Commission, the minutes were approved unanimously.

#### ***2. New Appointments/Re-Appointments***

Commissioner Roman stated that he was excited to have a full Commission after having only five Commissioners for the majority of 2016. He introduced newly appointed Commissioners Tony Snell and Sheila Ashley. Commissioner Ashley shared she is a recent retiree from HUD, served in the army, and worked at the City of Milwaukee. She stated she identifies as a disabled veteran and a custodian of the Public Trust. Commissioner Snell shared that he had engaged with the ERC for over a year as a member of the public and encouraged other community members to become involved with the ERC through meeting attendance. He stated he has 20+ years of advocacy (primarily with the LGBTQ+ community) experience, and self-identifies as a son and husband of immigrants. Commissioner Snell stated multiculturalism and the transgender community are extremely important to him.

### ***3. Milwaukee Promise Report: Eric Pearson (Budget & Management Division)***

Commissioner Roman stated that one of the bigger initiatives the ERC monitors is the Milwaukee Promise initiative/report, which has been in existence for 5 years. Ms. Sharon Robinson stated that some of what is done with the Milwaukee Promise Report aligns with the mission of the ERC, and it would be a good idea to find synergies and areas to work together in the future. Mr. Eric Pearson stated that an amendment to the 2011 Budget brought about the adoption of the Milwaukee Promise, which would serve as “a commitment to be responsible and accountable in expenditures of the city relating to poverty, disparity, and inequality.” The Milwaukee Promise is set up as a reporting system to provide the Mayor and Council with information that will help them develop a more inclusive budget. Reports on each department were originally presented to the Finance Committee of the Common Council, but it was then decided that reporting should be organized on an outcome basis focused on 4 community outcomes; housing & neighborhoods, public safety, jobs & income, and public health. The reports present historical trend data, city services and initiatives, and community impact. Mr. Pearson stated at this point the reports have been more informational and a conduit to start discussions among the Council about the challenges the city faces and strategic approaches the city could take. Mr. Pearson stated he would send the 2016 reports to Ms. Langill, which would then be forwarded to the Commissioners. Commissioner Roman asked if the reports are done at a certain time each year and Mr. Pearson stated that they try to get the reports done by April (before the budget process begins). Commissioner Snell requested that the ERC be given a copy of the Milwaukee Promise Report right when it comes out so the Commission can review it before the budget process begins. Commissioner Roman asked if the community was involved in informing the reports in any way and Mr. Pearson stated there was no direct involvement from the community, but that they were looking into new ways to present the information to the public through the city website. Mr. Pearson stated he would be happy to work with the ERC and provide any additional information.

### ***4. Marketing Materials***

Ms. Langill presented the Commissioners with marketing materials for the ERC that would be used at events and distributed throughout the city. After reviewing the materials Commissioner Snell expressed concern about “gender identity and expression” not being listed as a protected class on the card under the wording “It is illegal for a landlord or employer to discriminate against you based on:.” The ERC’s Attorney, Ben Roovers explained that since gender identity and expression is not covered under state or national law that he advised that it be removed from the card based on the language about legality. Discussion ensued about the importance of including gender identity and expression on any marketing materials put out by the ERC and sending a message to the community that the ERC works to protect all people. The Commissioners discussed that the marketing materials needed to be worded in a way that was less about legalities and more about inclusion and fostering better community relations. It was decided that new marketing materials would not be printed and disseminated until after the Ordinance was rewritten to provide the ERC with more reinforcement mechanisms to provide



protection to all classes listed in Chapter 109. Ms. Robinson talked about the importance of rewriting the Ordinance, but also keeping in mind budget and staffing restrictions. Commissioner Ordonez suggested that the Ordinance rewrite needed to be done before any strategic planning should take place. He also stated that the Commission needed to think about what they can be doing now to support the protected classes while the Ordinance rewrite is taking place. Commissioner Snell suggested that the Transgender Law Center be added to the resource list on the ERC website. He also stated that the ERC could support transgender people in being connected to lawyers that would be able to help them through any discrimination. Commissioner Ashley stated it would be helpful to build the Chapter 109 rewrite off the work already being done in Madison and other similar cities. Commissioner Snell moved to create a sub-committee of 3 Commissioners to focus on rewriting the Ordinance with the City Attorney and the Department of Administration. The Commissioners unanimously voted to create the sub-committee.

### ***5. Goals and Priorities for 2017***

Commissioner Roman stated that the first goal and priority for 2017 needed to be the Chapter 109 Ordinance rewrite. Ms. Robinson stated it was important to get buy-in from City decision and policy makers before presenting the rewrite to the Finance Committee and the Council. She stated it was up to the ERC to be transparent about the direction the Commission wants to go and to educate policy makers on the issues. Commissioner Roman suggested that Commissioners Ordonez, Snell, and Ashley be assigned to the Ordinance Rewrite sub-committee so that the process can get started right away. He appointed Commissioner Ordonez as the chair of the committee and tasked him with setting up the first meeting in January.

### ***6. Office of African American Affairs***

Commissioner Roman stated that community members have been asking him and other Commissioners about the status of the newly created Office of African American Affairs. Commissioner Roman shared that he had reached out to Alderman Rainey's office and had been given a copy of the Amendment and some information on what they were currently working on for the OAAA. Commissioner Roman said that the Commissioners could use the Amendment and information as talking points to be used for community members. Commissioner Snell stated it would be important for a representative from the OAAA to let the ERC know about what they are working on and to be available to answer questions. Ms. Robison stated that after discussion it was determined that it was premature to have a separate Milwaukee chapter of the OAAA and that the county is willing to collaborate with the City. The City will be providing the location for the office and will be working with the County on planning and staff-sharing. Ms. Robinson stated that this is a work in progress and nothing has been set in stone yet. Commissioner Roman stated Alderman Rainey's Office is open for questions and is willing to talk with the ERC about any concerns in the future. Ms. Robinson suggested that one of the Commissioners formally invite Nate Holton from the County and Alderman Rainey for the next ERC meeting.

## ***7. Community Dialogue***

Commissioner Snell read a statement he had prepared for the ERC Commission and others in attendance. His statement expressed his commitment to the City of Milwaukee and the ERC Commission. He articulated the importance of supporting and protecting transgender people and provided a report from a recent study on issues transgender people face. Commissioner Snell stated it was up to the ERC to “reach out, build trust, and let [the transgender community] know we provide safe, affirming, respectful means to right the wrongs.” Commissioner Snell introduced Karen Gotzler, the Executive Director at the Milwaukee LGBT Center. He stated that the LGBT Center was open to holding ERC meetings at their location to allow community dialogue about issues LGBTQ+ people face in the City of Milwaukee. Commissioner Roman stated there were synergies between the work being done with Black Male Achievement and the young gay, bisexual, and transgender people involved in the initiative. Ms. Ruiz-Cantu stated she had attended the second part of the “Bridging the Gap” discussion between the community and police officers. She stated that meeting was powerful and positive. Commissioner Snell stated that there was an event at the Islamic Resource Center that night to get to know the Islamic community. Ms. Robinson stated that the ERC should think about going out into the community and holding more meetings for the people to encourage community involvement. Commissioner Roman stated that the ERC would start holding meetings within the community starting in spring and that the Commissioners should reach out to their respective communities to find locations for the meetings. Ms. Robinson also stated that she thought it was important for the Budget Director to come do a presentation on budgeting. Commissioner Roman requested that the Budget Director be invited to the January ERC meeting to talk about the budget cycle.

## ***8. Next Meeting is Wednesday, January 18<sup>th</sup> at 2:30pm***

## ***9. Adjourn***

Meeting adjourned at 4:09 p.m.

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